



STATE OF WASHINGTON
DEPARTMENT OF SOCIAL AND HEALTH SERVICES

Health and Recovery Services Administration
626 8th Ave. S.E. • P.O. Box 45502
Olympia, WA 98504-5502

June 2, 2009

Dear Tribal Leaders:

SUBJECT: Transitional Organizational Charts

Earlier today, we distributed "Transitional Organizational Charts" to our divisions, bringing the staff up to speed on the division mergers that will begin on June 1. The charts are mainly of interest to the staff – they answer basic questions: who will they be reporting to, who gets their leave slips, who will hand down their work assignments or assign them the support they may need to fulfill their job duties. In fact, most staff will continue to report to the same office chief. In other words, whoever gave them work direction on May 31 will be the same supervisor they work for on June 1. For most of our staff, that means that their work assignments haven't changed. In simpler terms, their current position descriptions and job duties remain the same after May 31.

We wanted to convey much the same message to our stakeholders. Despite the organizational changes at this end, we expect you to continue to deal with the same offices and staff you have worked with in previous months and years. For now, those other changes still lie ahead of us. We are calling the org charts "transitional" because we are still involved in thoughtful discussion about what structure best supports the goal of person-centered service delivery and integration. HRSA intends to bring back Mercer Consulting to assist us with these decisions, completing some of the cycle we began three years ago. We will keep our staff – and our partners – briefed on these steps as they take place, and we will appreciate your interest and your feedback as you help us think through the detail involved in these mergers.

Our resources have been depleted by the state's fiscal crisis, but we do not believe that alone should drive or limit our planning. During a recent management team meeting, our new Secretary, Susan Dreyfus, emphasized that DSHS still has the ability to realign our business practices, to change our culture and to leverage our resources to better serve individuals in need. Secretary Dreyfus asks all of us to "stick with her" through these changes and allow her "positive addiction to hope" to fuel us as we endeavor to come out of this challenging time a stronger, more focused, and better organization.

We know we have the talent. There is a role for everyone. As we told our staff today: Hang in there with us, and we will demonstrate how creative, resilient, and committed we are to our mission and goals.

Sincerely,

David Dickinson, Director
Division of Substance Abuse and Mental Health

MaryAnne Lindeblad, Director
Division of Healthcare Services

Enclosures